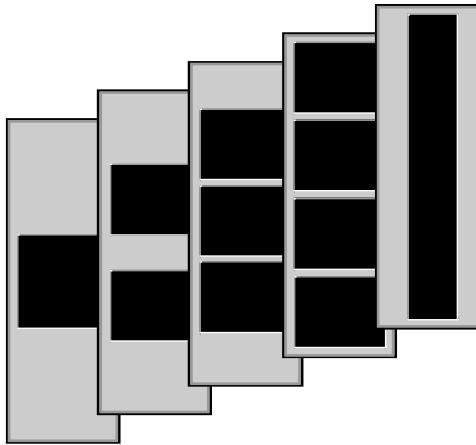


# U.S. Army Recruiting Command



## Warrant Officer Recruiting Briefing



*U.S. Army Recruiting Command*

[www.usarec.army.mil/war](http://www.usarec.army.mil/war)

# Briefing Agenda

- ✓ Warrant Officer Recruiting Mission
- ✓ Definition of a Warrant Officer
- ✓ Opportunities and Benefits
- ✓ Education and Training
- ✓ Application and Processing



# **Warrant Officer Recruiting Mission**

The United States Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army warrant officers

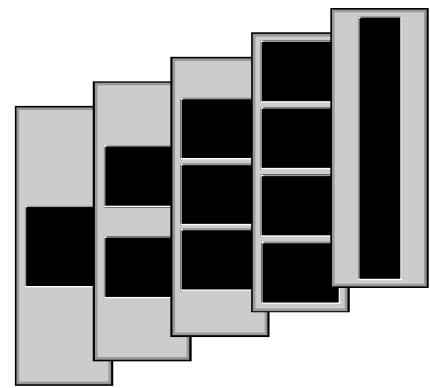
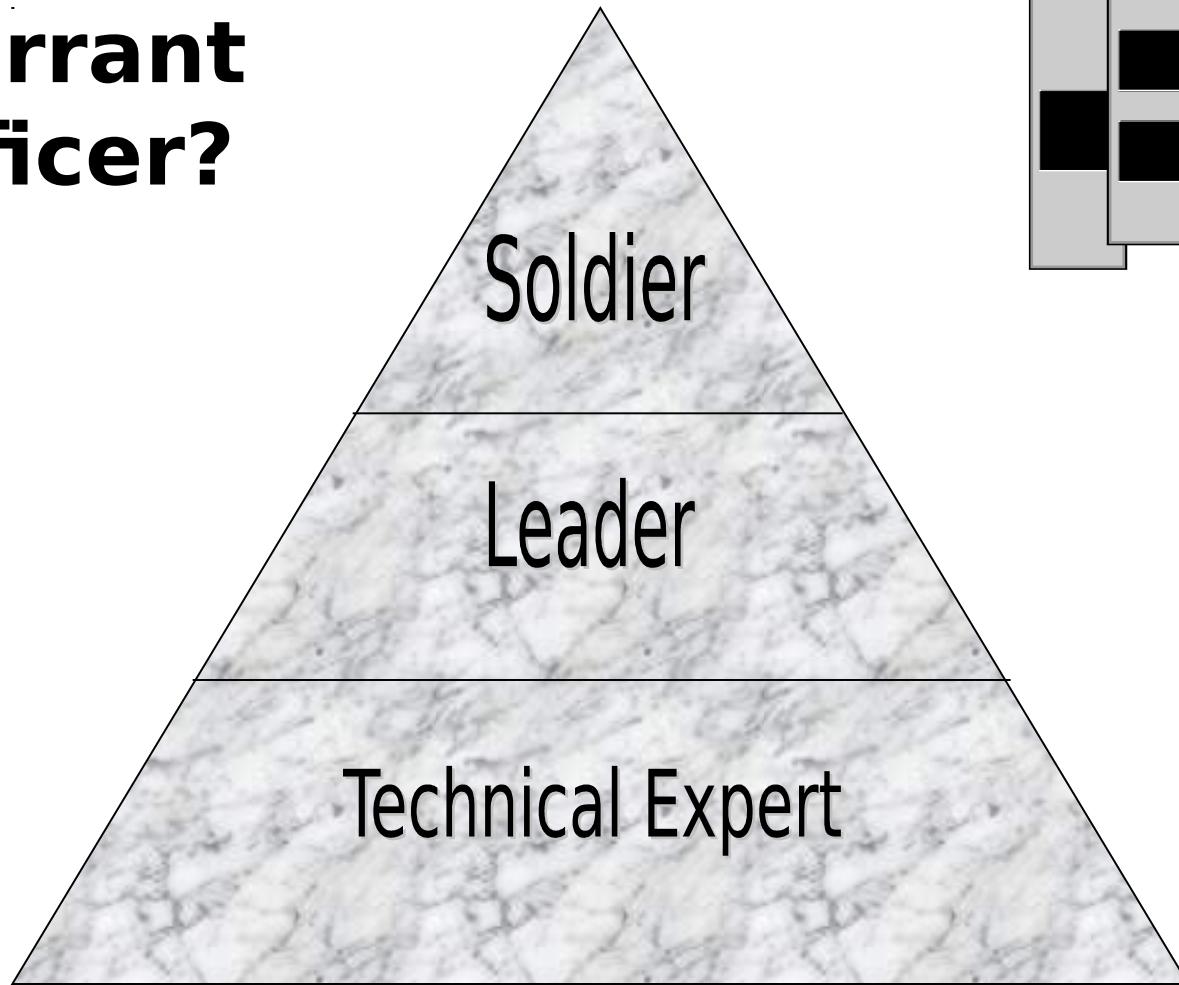


# Definition of a Warrant Officer

**Warrant officers are highly specialized, single-track specialty officers** who receive their authority from the Secretary of the Army upon their initial appointment. However, Title 10 USC authorizes the commissioning of warrant officers (WO1) upon promotion to chief warrant officer (CW2)... (Para A-3, Field Manual 22-100)



# What is a Warrant Officer?

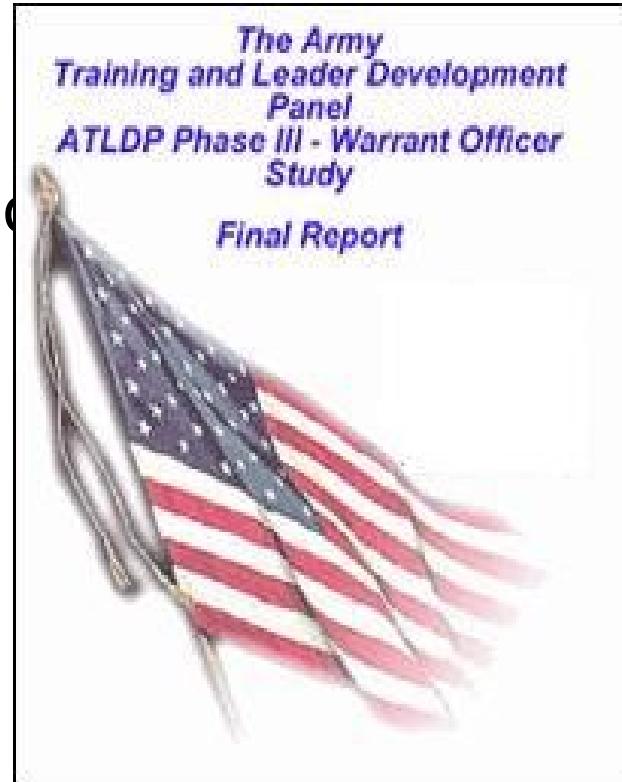


**Warrant Officer specialties are grouped as  
aviators and technicians for application processing.**



# Opportunities and Benefits

- ✓ Better Pay and Retirement
- ✓ Faster Promotion Potential
- ✓ Technical Training and Education
- ✓ Extended Career Path
- ✓ Challenging Assignments
- ✓ Perform Core Duties Longer
- ✓ Small Elite Corps



# Retirement Pay Comparison

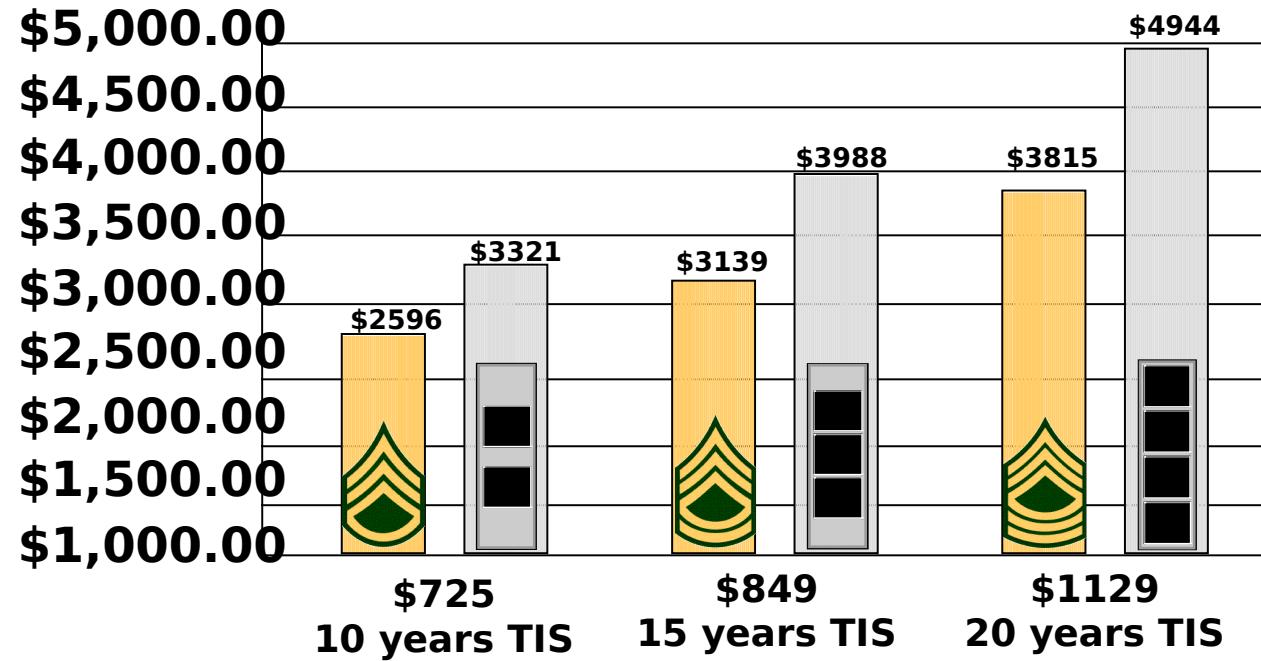
*Based on January 2004  
pay scale*

Rank	Years	Pay	
SFC	20	\$1670 (50%)	\$508
CW3	20	\$2178 (50%)	
MSG	24	\$2448 (60%)	\$718
CW4	24	\$3166 (60%)	
SGM	30	\$3790 (75%)	\$645
CW5	30	\$4435 (75%)	



# Warrant/NCO Base Pay Comparison

Based on Jan 2004 Pay Scale



## Snapshot

E-5 vs W1 at 6 years TIS =  
Approximate \$672.00

E-6 vs W1 at 8 years TIS = Approximate  
\$412.00

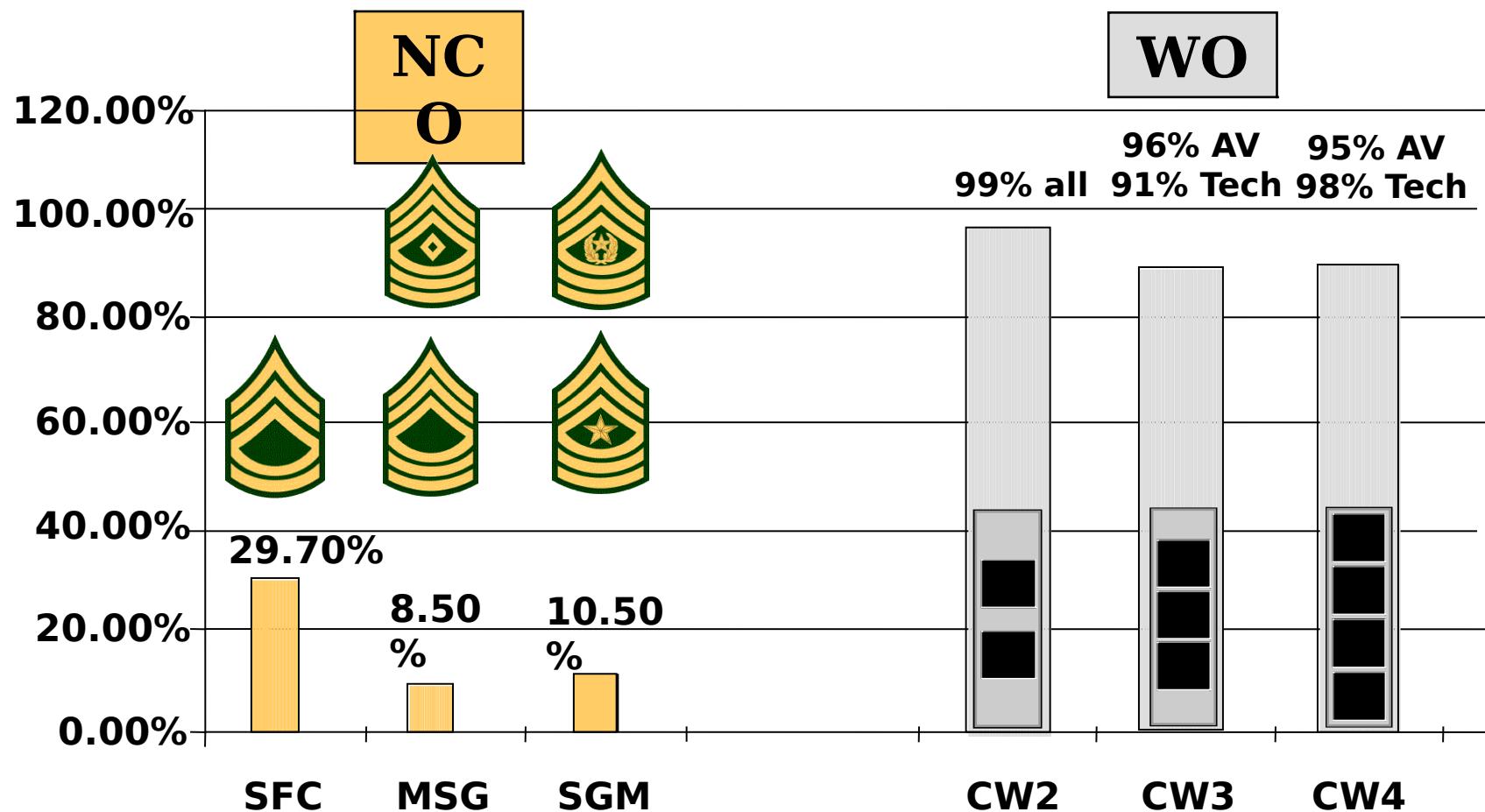


# Flight Pay

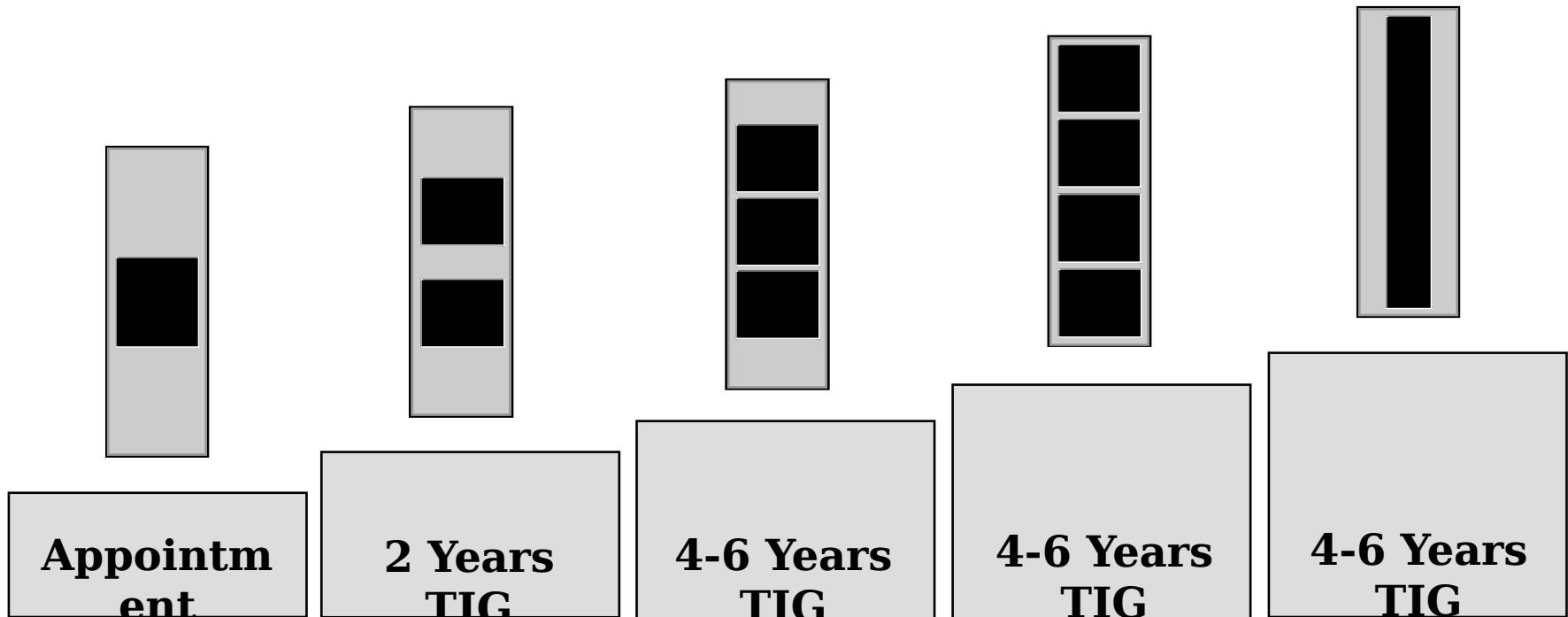
<b>Years of Aviation Service</b>	<b>Monthly Rate</b>
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840



# NCO and WO Promotion Comparison



# Warrant Officer Promotions



**Aviator TIG requirements are one year longer**



# Training and Education

- ✓ Maintain G.I. Bill benefits
- ✓ Maintain tuition assistance (TA) benefits
- ✓ Degree Completion Program
- ✓ Senior Service College selection/Combined advanced civil schooling
  - ✓ Logistics Management College, VA (LEDC/FIT program)
  - ✓ Naval Post Graduate School, MD (XP Course cooperative)
  - ✓ Joint Military Intelligence College, DC
  - ✓ Army Management Staff College, VA



# Extended Career Path

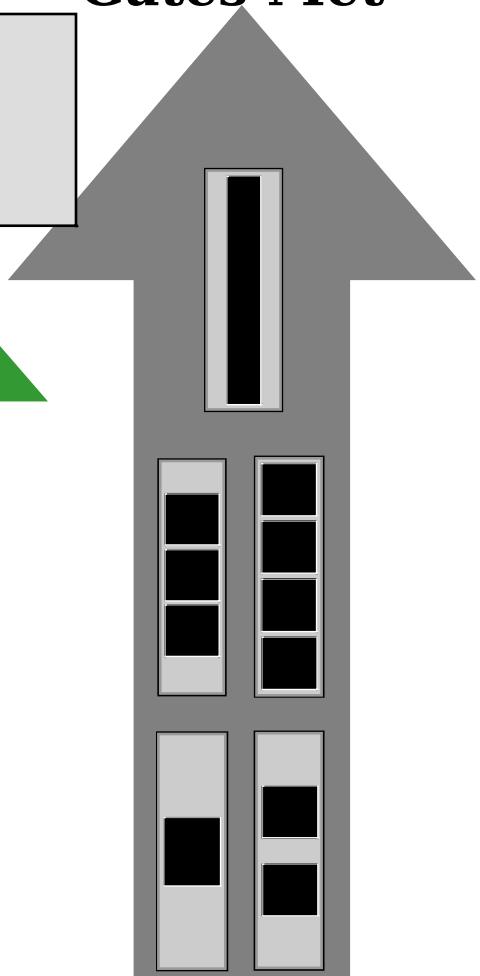
**30 + Years as a  
WO if  
Promotion  
Gates Met**

**30 Years,  
Longer if  
Approved**

**26  
Years**

**24  
Years**

**22  
Years**



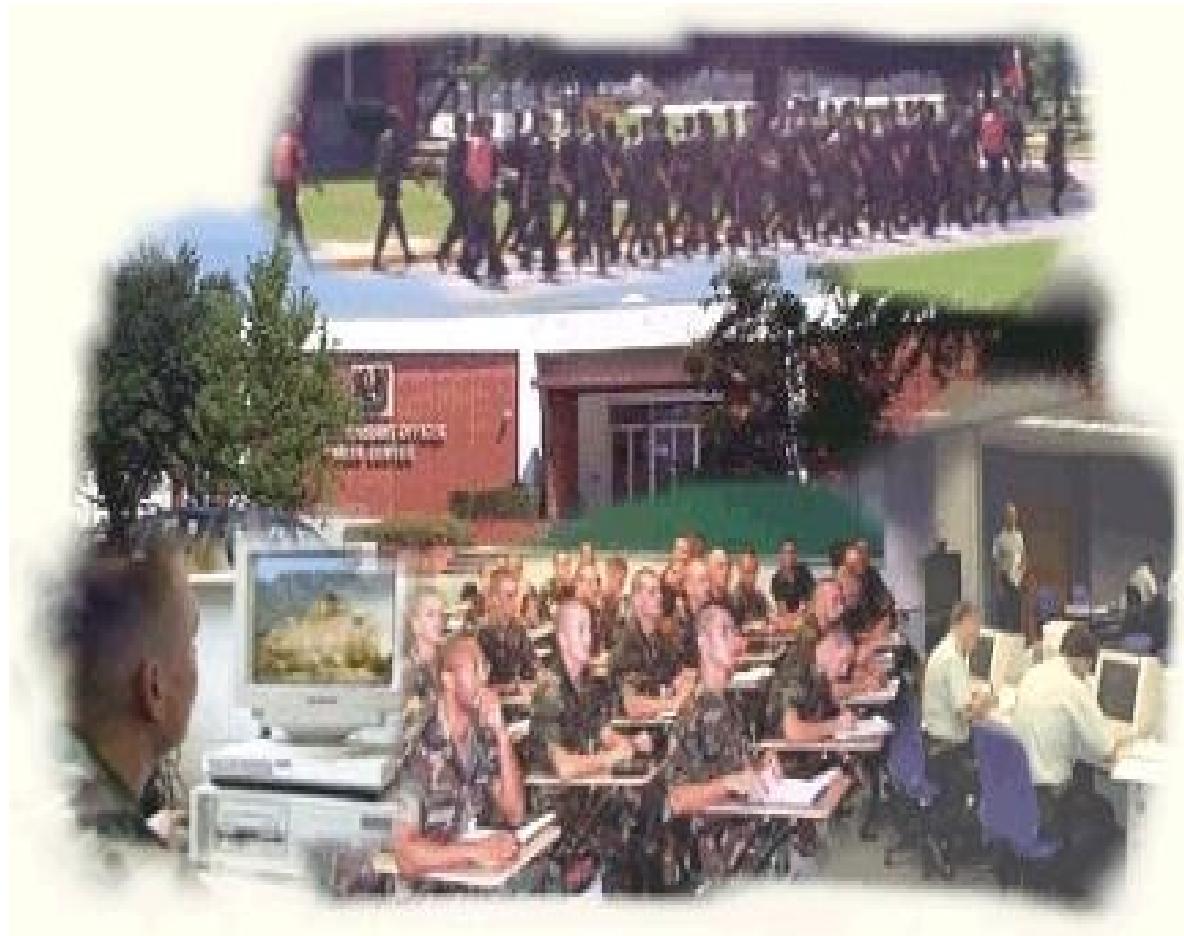
# Assignment Opportunities

- ✓ White House Communications Agency
- ✓ White House Fellowship eligibility
- ✓ Training-with-Industry (TWI)
- ✓ Army Accessions Command (TRADOC/USAREC)
- ✓ Pentagon and Department of the Army
- ✓ TAFT assignments (Technical Assistance Field Team)
  - Australia, Egypt, UAE and other locations

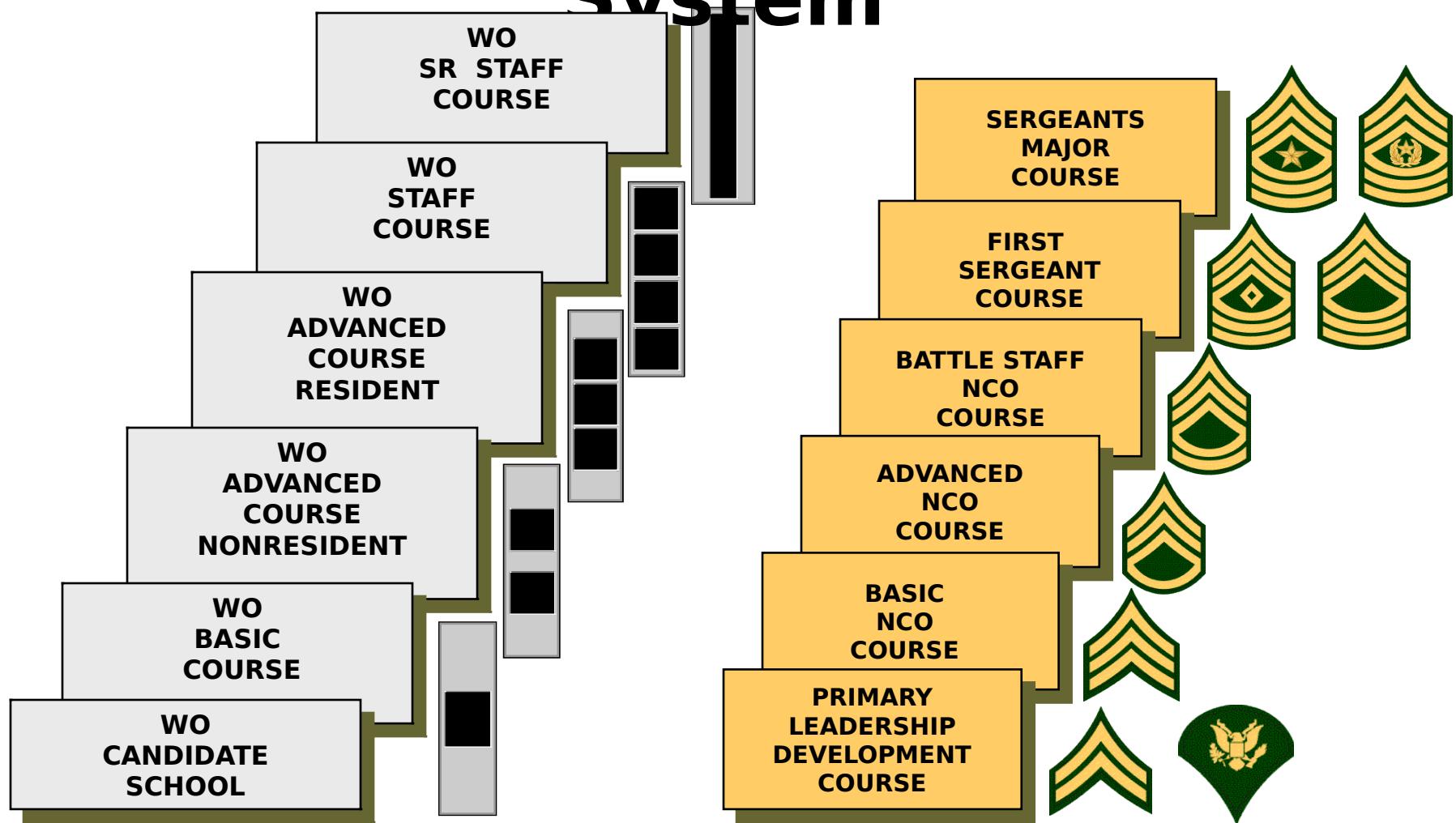


# Making the Transition

- ✓ ***Education System***
- ✓ ***Candidate School***
- ✓ ***Basic Course***



# Warrant Officer Education System



# Warrant Officer Candidate School

- ✓ Fort Rucker, Alabama
- ✓ 6 Weeks (plus 4 days prep time)

Website: <http://www.leavenworth.army.mil/wocc>

## Purpose

- ✓ Leadership Potential
- ✓ Self Discipline
- ✓ Attention to Detail
- ✓ Time Management

## Professional Development

- ✓ Leadership
- ✓ Communication
- ✓ Management
- ✓ Ethics



U.S. Army Recruiting Command

[www.usarec.army.mil/wocc](http://www.usarec.army.mil/wocc)

# Warrant Officer Candidate School

## Demanding Environment

### **MENTAL**

Limited Personal Time  
Exacting Standards

### **EMOTIONAL**

Unfamiliar Environment  
Anxiety of the Unexpected

### **PHYSICAL**

Long, Full Days  
Daily PT



# A Day in the Life of a Candidate

Time <b>Activity</b>	Time <b>Activity</b>
0535-0542 - Wake-up	1430-1720 - Academics
0545-0645 - PT	1730-1820 - Counseling
0645-0730 - Hygiene	1830-1915 - Dinner
0730-0745 - Inspection	1915-2015 - Inspection time
0745-0820 - Breakfast	2015-2115 - Study Hour
0830-1220 - Academics	2115-2215 - Co Clean-up
1230-1320 - Lunch	2215-2245 - Hygiene
1330-1420 - Counseling	2245-0535 - Lights Out



# Warrant Officer Basic Course

**Provides MOS Technical and Tactical Certification.**

**Permanent Promotion to WO1.**

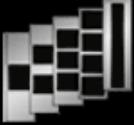


# Where to Start

WWW.USAREC.ARMY.MIL/WARRANT

U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

File Edit View Favorites Tools Help

 **Warrant Officer Recruiting** 

USAREC Home | Army Tour | Email Us 

**Home**

**Active Duty Applicants**

**Civilian Applicants**

**Reserve Component/  
National Guard**

**Contact Us**

Site Last Updated 04/12/2004

**U.S. Army Recruiting Command's Warrant Officer Recruiting Information Site**

**Hot Topics**

*NEW! Security Clearance Memorandum Changed*  
*NEW! May 2004 Warrant Officer Selection Results*  
*NEW! MEPS/Guidance Counselor Information*  
*Deployed Applicant Page*  
*Wait Time to Reapply Eliminated*  
*Microfiche Information*

**MISSION**

U.S. Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army warrant officers.

HEADQUARTERS U.S. ARMY RECRUITING COMMAND  
ATTN: RCRO-SM-A  
1307 Third Ave.  
Fort Knox, Ky 40121-2725



**U.S. Army Recruiting Command**

**www.usarec.army.mil/Warrant**

# Program Overview

WWW.USAREC.ARMY.MIL/WARRANT

A screenshot of a Microsoft Internet Explorer window displaying the USAREC Warrant Officer Recruiting website. The title bar reads "U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer". The menu bar includes File, Edit, View, Favorites, Tools, and Help. The top right corner shows the Windows taskbar with icons for Start, Task List, and Exit. The main content area features a banner with a 3D cube icon, the text "Warrant Officer Recruiting", and the USAREC Home, Army Tour, and Email Us links. To the right is the US Army logo. A sidebar on the left contains links for Home, Program Overview, Packet Download Area, General Information, MEPS Information, and Contact Us. The "Program Overview" section is currently selected. The main content area includes a yellow box for "Steps to Determine Eligibility for the Warrant Officer Program" and a larger text box for "General Information On The Warrant Officer Program".

**Program Overview**

**Steps to Determine Eligibility for the Warrant Officer Program**

The following information will assist you in determining eligibility and submitting your application.

**General Information On The Warrant Officer Program**

Warrant Officers are technical and tactical leaders who specialize, throughout an entire career, in a specific technical area. The Army Warrant Officer Corps comprises less than three percent of the total Army. Although small in size, the level of responsibility is immense and only the very best will be selected to become Warrant Officers. Benefits include extended career opportunities, worldwide leadership assignments, and increased pay and retirement benefits.

**Non-Army Personnel** - A joint service agreement allows service members who are selected for this program to be discharged from their component and enlisted in the Army. Applicants must apply for this program while on active duty and must have two years remaining on their enlistment contract; civilians must contact their local Army recruiter. Applications are forwarded from the individual to Headquarters United States Army Recruiting Command, USAREC. After screening, the application is forwarded to the appropriate proponent who evaluates the applicants' technical experience and determines if the applicant is qualified to compete against other qualified applicants for the limited warrant officer positions. Applications from those who are not technically qualified will be returned to the applicant without further processing. Further requirements for Non-Army personnel are listed below under "Additional Requirements For Non-Army Personnel".

A selection board will consider fully qualified applications. Selection is highly competitive and board members select applicants based upon the whole person concept. Leadership and technical abilities will be evaluated and only the best qualified will be selected.



**U.S. Army Recruiting Command**

**www.usarec.army.mil/warrant**

# Warrant Officers

## Aviator

- ✓ Any MOS can Apply
- ✓ Qualifying AFAST Score (90+)
- ✓ Less than 29 years old by board convene date
- ✓ Pass a Class 1A flight physical  
(Vision Note: 20/50 or better)

## Technician

- ✓ Usually SPC or higher
- ✓ Appointment prior to age 46 (36 SF)
- ✓ Most require BNCOC
- ✓ Appropriate Qualifying Physical
- ✓ Prerequisites are determined by proponents (web site)  
[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)



# Application and Procedures

- ✓ Regulatory Requirements
- ✓ The Application
- ✓ Letters of Recommendation
- ✓ Application Process
- ✓ Selection Board
- ✓ Questions



# Regulatory Requirements

## Non-waivable

- ✓ US Citizen
- ✓ GT Score - 110 or Higher
- ✓ High School Graduate or GED
- ✓ Have a Secret Security Clearance
  - ✓ Can Apply With Interim SECRET Clearance
- ✓ Pass Standard 3-Event APFT
- ✓ Pass Appropriate Physical Exam



# The Application

- ✓ MILPO Letter
- ✓ Microfiche (Must inform, that you are applying for Warrant Officer)
- ✓ Letters of Recommendations
- ✓ College Transcripts
- ✓ DA Form 61
- ✓ HT/WT & APFT
- ✓ Secret Clearance
- ✓ DA Form 160
- ✓ ERB
- ✓ DA Photo
- ✓ Resume
- ✓ Physical
- ✓ Prerequisite, Age, Moral or AFS Waivers
- ✓ Statement of Understanding
- ✓ Conditional Release
- ✓ Drug and Alcohol Test

## Aviation Only

- ✓ DA Form 4989-R (Flight Training Form)
- ✓ DA Form 6256 (AFAST Form)



# Reserve Component Applicants

- ✓ Applicants from any National Guard or Reserve Component may apply for the active duty program
- ✓ Technician applicants apply through the WO Recruiting Branch
  - ✓ Similar application content except for DD 368 requirement
- ✓ Aviator applicants apply through a local community recruiter
  - ✓ Recruiter does most of the work, DD 368 still required



# Letters of Recommendation

Letters must not be older than **Twelve months**.

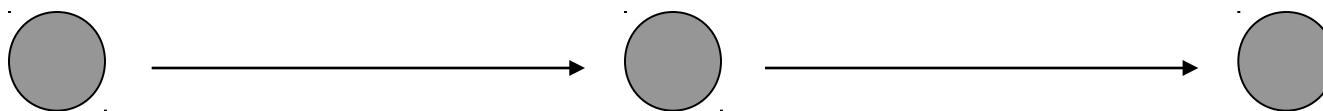
Maximum of three letters of recommendation will be accepted:

- Company (or first UCMJ level) Commander
- Battalion (or second UCMJ level) Commander
- Senior Warrant Officer (SWO) may be required

[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)



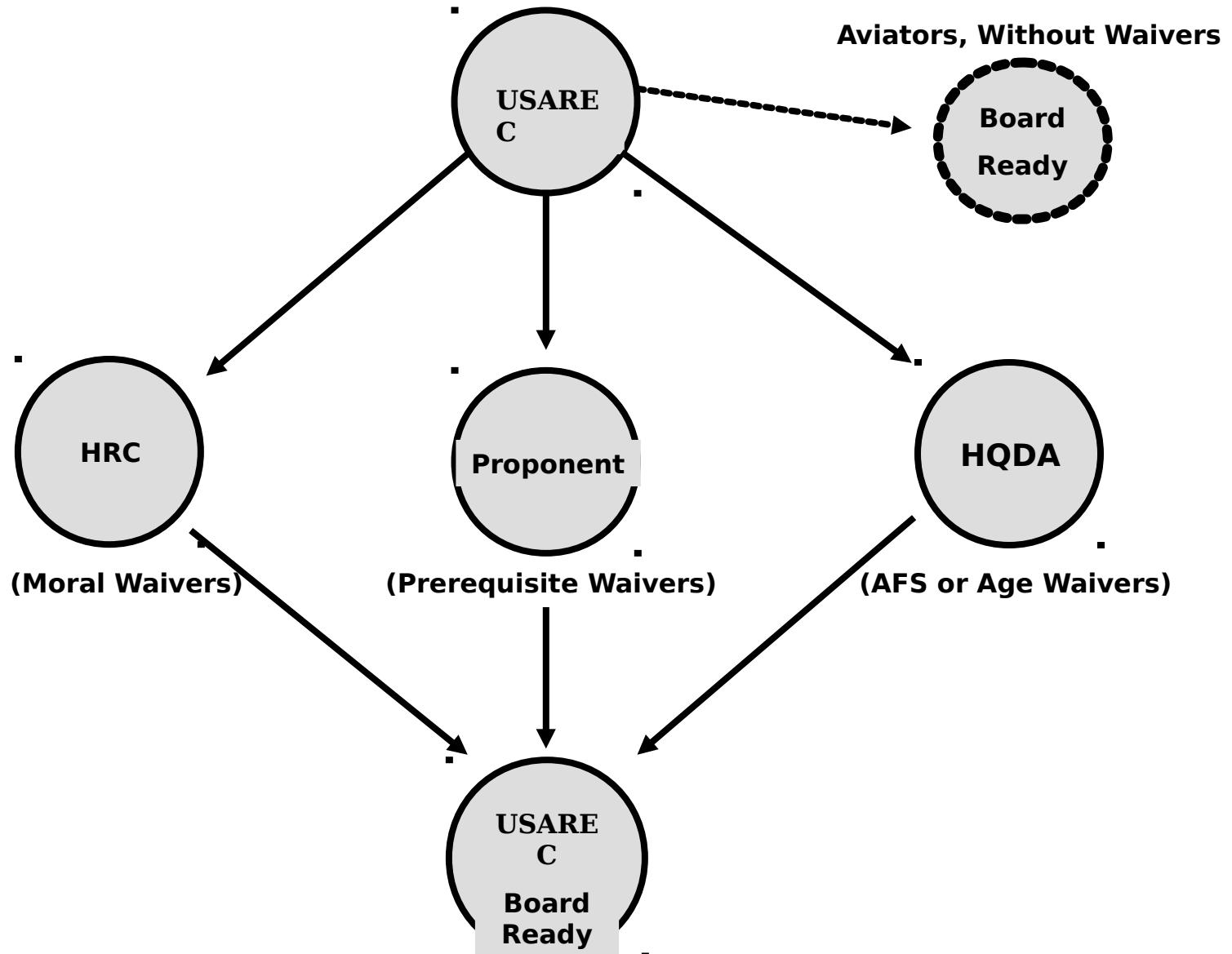
# Application Process



• Visit the web site	• Schedule Physical	• Mail application to USAREC
• Verify qualifications	• Schedule interviews	• Follow-up status on web site
• Download checklist	• Schedule exams	
	• Gather paperwork	



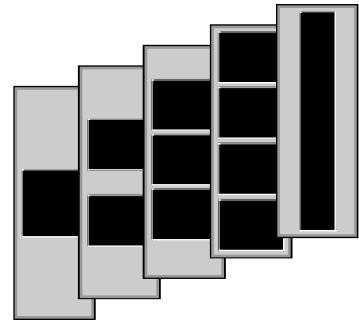
# Waiver Process



# Selection Board

- ✓ DA Centralized Board Held at USAREC
- ✓ Board Schedule Posted on Web Site
- ✓ Comprised of Branch and Warrant Officers
- ✓ Vote Using “Total Person” Concept
- ✓ Results Will be Posted on Web Site
  - Fully Qualified - Selected
  - Fully Qualified - Nonselect (First Board)
  - Not Selected - Not Competitive (Second Board)
- ✓ Applicants may immediately re-apply if not selected





# Questions?



*U.S. Army Recruiting Command*

[www.usarec.army.mil/32](http://www.usarec.army.mil/32)